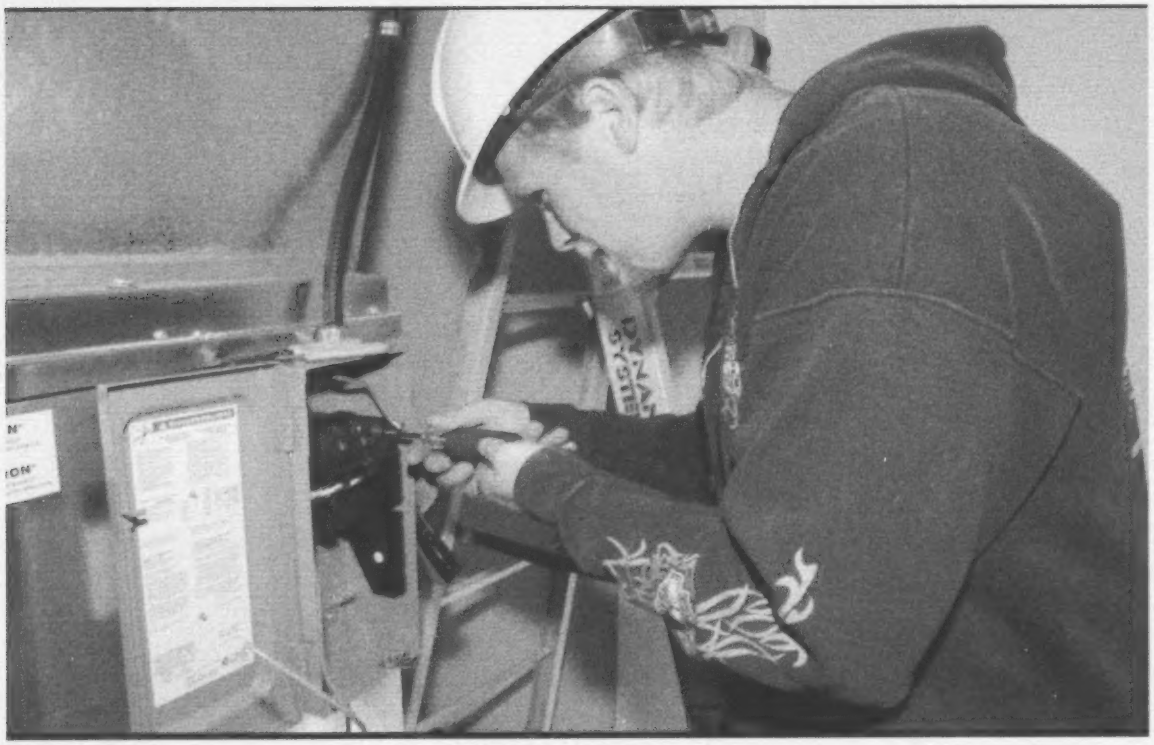
LABOUR MARKET REPORT 2012-2013



Yukon

A comprehensive review of labour market initiatives supported by Yukon Education's Advanced Education Branch in 2012-2013.

MESSAGE FROM THE MINISTER

I am pleased to present the 2012-2013 Yukon Labour Market Report on behalf of the Yukon government.

The Advanced Education Branch of the Department of Education provides training, employment assistance and other services to prepare Yukoners for today's job opportunities and that of the future. We develop and implement programs by working closely with other Yukon government departments, the federal government, First Nations, communities, business, labour organizations, Yukon College and other Canadian jurisdictions.

Yukon's primary goal has been and remains:

To help create a Yukon that has an inclusive, adaptable and productive workforce that contributes to and strengthens our economy.

Circulating labour market information (like the information included in this report) is one method we use to achieve that goal. The Labour Market Report contains valuable information that will be used to coordinate and plan with stakeholders throughout Yukon in support of the effective delivery of programs for Yukon residents.

This report also provides the opportunity to recognize the accomplishments and shared successes of 2012-2013. Thank you to our many partners for their continued work to strengthen Yukon's labour market today and in the years to come.

Sincerely,

Elaine Taylor
Minister of Education

INTRODUCTION

This report will update readers on the variety of labour market initiatives supported by the three units of Advanced Education: Labour Market Programs and Services, Training Programs and Immigration. It will also report on some of the initiatives of various labour market partners.

We begin with a review of Yukon's statistical data, which highlights where some of the territory's strengths and challenges lay. The report then moves to the Labour Market Framework and its four strategies: Comprehensive Trades Training and Skills Development, Recruitment and Employee Retention, Immigration and Labour Market Information. These strategies map out the focus on labour market development in Yukon through 2020.

Rounding out this report, there is information about the Canada-Yukon Labour Market Agreement, the Labour Market Development Agreement, and some of the resulting activities that were funded last fiscal year. This report explores various specific projects, initiatives, funds and programs created in whole or in part by Advanced Education. From Community Training Funds to student financial assistance, apprenticeship programs, literacy initiatives, and the activities of Yukon College, lifelong learning takes many forms in Yukon.

This Labour Market Report will give readers a broad understanding of the activities of the Yukon Department of Education's Advanced Education Branch, and its efforts to facilitate the growth of Yukon's labour market by working closely with other Yukon Government departments, the federal government, business, labour organizations, Yukon College, First Nations, employment equity groups and other provincial/territorial jurisdictions.

All photos: *Government of Yukon*

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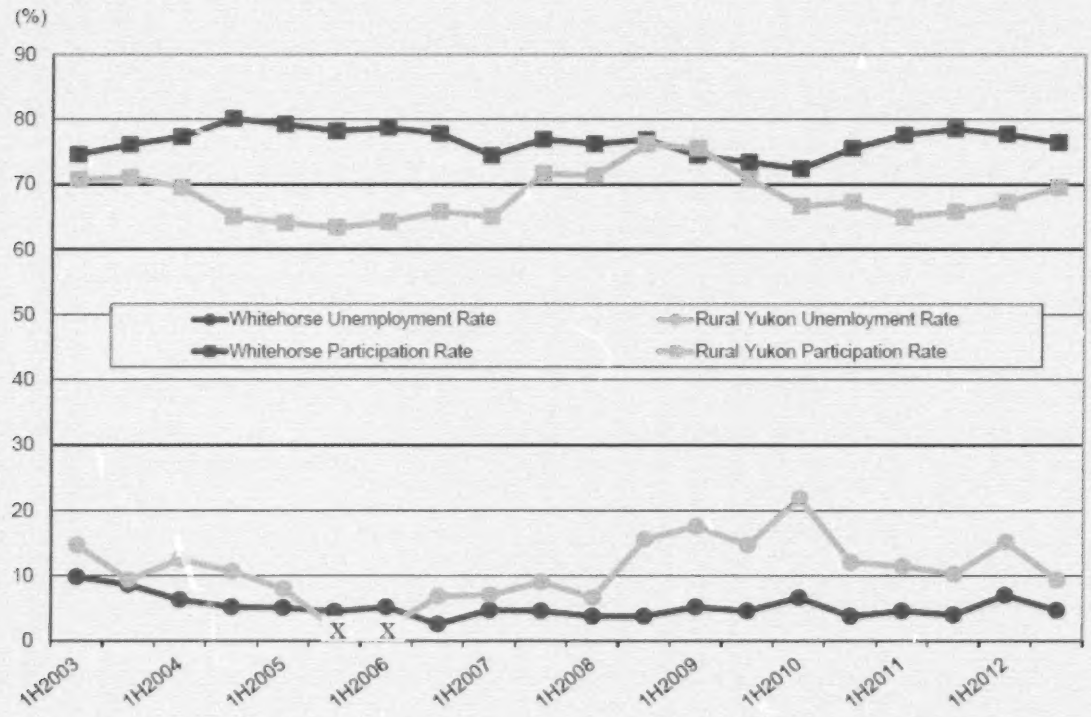
LABOUR MARKET STATISTICS

The Yukon Bureau of Statistics reports an average population of **36,794** in 2012. The majority of residents, or **28,033** people, resided in Whitehorse. The rest lived in 17 small rural communities, of which Old Crow is the only fly-in community.

Statistics Canada indicates that the average unemployment rate in the Yukon for 2012 was **6.9 per cent**. Yukon's 2012 unemployment rate was 0.3 percentage points lower than the national average of 7.2 per cent and marks the ninth consecutive year that Yukon's unemployment rate was lower than Canada's. In more detail, Yukon's unemployment rate was at its lowest in September 2012 at 5.3 per cent with 1,000 unemployed. February 2012 had the highest unemployment rate at 9.8 per cent with 2,000 unemployed. August 2012 yielded the highest number of Yukoners in the labour force (21,400) and the highest number of Yukoners employed (20,200) for this fiscal year. (Statistics Canada - Table 282-0100, April 2012-March 2013)

Unemployment is significantly higher in the communities outside of Whitehorse. Annual reporting for the second-half of 2012 indicate that the unemployment rate for Whitehorse at 4.7 per cent whereas the unemployment rate for rural Yukon is 9.4 per cent. These rates are diagrammed in the chart below:



x = suppressed for confidentiality

Regarding the statistical characteristics of the Aboriginal labour force, the 2012 unemployment rate for Aboriginals was 17.1 per cent in comparison to a non-Aboriginal unemployment rate of 4.3 per cent. Therefore, as AEB moves forward, a focus on First Nations capacity building and rural projects that support labour market attachment will be considered.

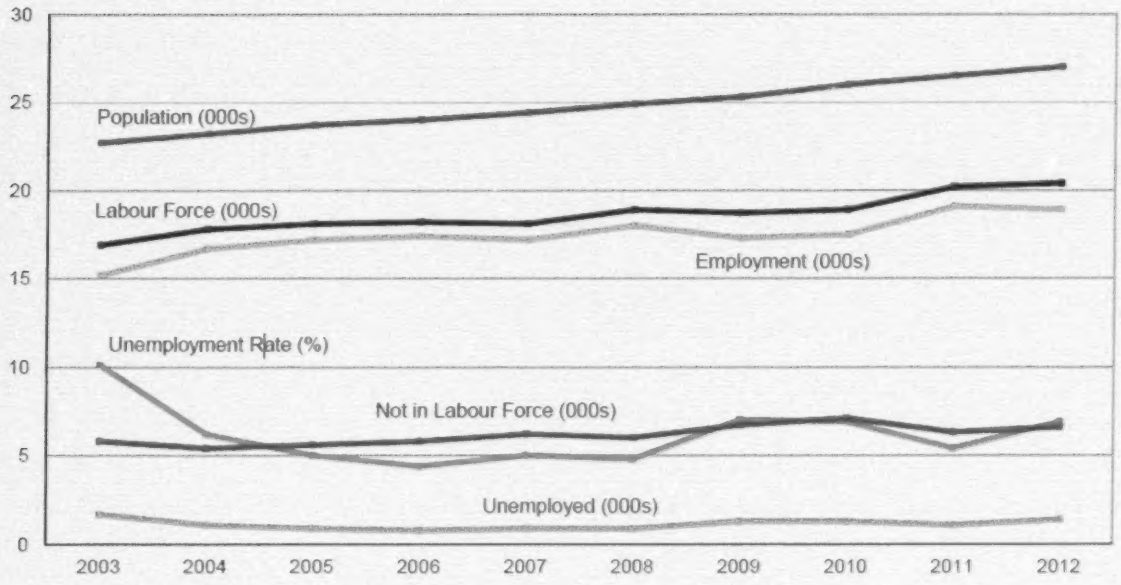
Sources

Both Statistics Canada and Yukon Bureau of Statistics generate Employment/Unemployment data on a monthly basis.

Statistics Canada has developed an interactive product known as ***CANSIM Table 282-0100*** detailing employment/unemployment data in Canada's north. The user can sort or select data by territory, age or gender and can limit seasonally adjusted perimeters. The user can also select the specific time frame for the search. This table can be found at:

http://www5.statcan.gc.ca/cansim/pick-choisir?lang=eng&p2=33&id=2820100

Yukon Bureau of Statistics issues a monthly Employment report and has available a number of products that allow users to acquire both current snapshots and trend information. For example, the following graph of labour force characteristics for the population aged above 15 years, illustrates a sustained increase in population, labour force, and employment from 2003-2012.



This information can be found online at:

http://www.eco.gov.yk.ca/stats/stats_employment.html

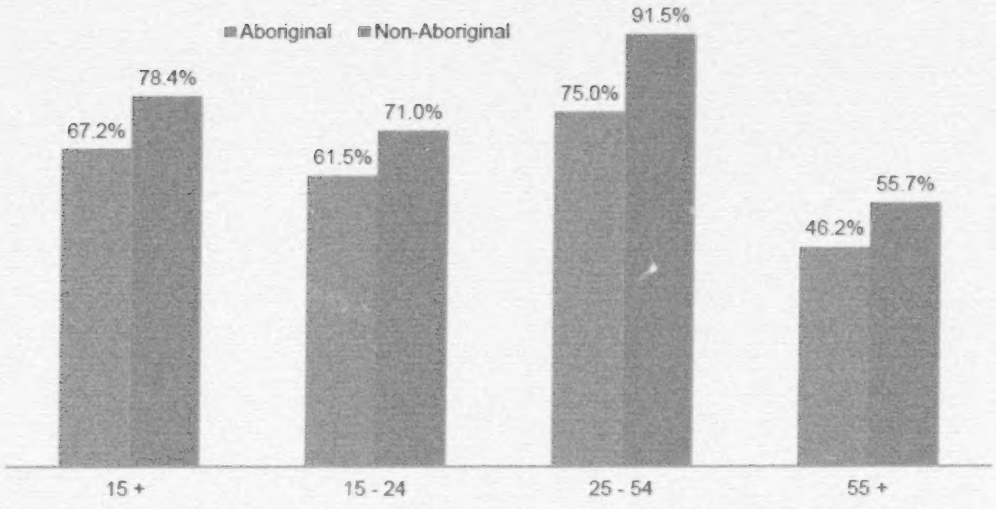
Under-represented Groups in the Labour Force

In 2012 the unemployment rate for women was generally lower than average (5 per cent).

There was still a very high rate of unemployment amongst Aboriginal Yukoners (17.1 per cent).

Youth (15 to 24) have a lower participation rate than the 25 – 54 age group, as illustrated below.

Yukon Participation Rates by Age



This information can be found online at:

http://www.eco.gov.yk.ca/stats/stats_employment.html

As a result of the lower-than-average unemployment rate in Yukon, we are seeing increased program involvement from those groups identified as under-represented in the Labour Market Framework. These groups are youth, Aboriginal people, older workers, persons with disabilities and women in the trades. This creates a need for increased program flexibility, resulting in the large variety of programs offered by Yukon Education.

LABOUR MARKET FRAMEWORK (LMF)

In 2008, the Government of Yukon facilitated the development of a Labour Market Framework for Yukon. In partnership with labour market stakeholder groups, the LMF was ratified in 2010. The Framework includes strategies for Yukon to pursue a more strategic approach to addressing labour market issues in the territory. The LMF forms the foundation for the mandate of Advanced Education.

Four strategies were developed in support of Yukon's economic growth and diversity until 2020. These are:

1) Comprehensive Trades Training and Skills Development,
2) Recruitment and Employee Retention,
3) Immigration, and
4) Labour Market Information.

In order to ensure continued stakeholder participation in the development and implementation of each of the above-identified strategies, stakeholder committees were created. Each strategy has its own committee comprised of numerous labour market stakeholders including business, industry, all levels of government (federal, territorial, municipal, and First Nations), and non-governmental organizations.

Although each of the Strategies addresses a key area of labour market development, each is interrelated and interdependent with the others. Such symbiotic relationships foster and nurture the occurrence of meaningful action.

In more detail, here are the Framework strategies:

1) Comprehensive Skills and Trades Training Strategy (CSTTS)

Skill development plays a vital role in improving the productivity of the labour force, maintaining the competitive nature of Yukon's economy alongside the ubiquity of globalization, and ensuring that new technologies and advancements are effectively adopted and adapted.

With this in mind, the main goals of the CSTTS Committee are, to ensure training opportunities are available for all Yukoners, to adapt effectively and efficiently to changing skills, knowledge, and abilities and to facilitate and improve learning and employment transitions.

Some notable initiatives in 2012-2013 falling under the umbrella of the CSTTS include:

- *Advanced Education Branch (AEB) – GENIE:* Genie is the new web-based project and participant management system employed by the Labour Market Programs and Services (LMPS) unit. Genie both simplifies the application and reporting processes for stakeholders and participants as well as enables a more transparent reporting of results.

- *Association Franco-Yukonnaise (AFY) – Service d'Orientation et de Formation des Adultes (SOFA):* Through SOFA, AFY's Employment Counselling and Training Program, AFY offers a program to meet the training needs of the francophone community and Health professionals. SOFA also works to improve literacy skills for disadvantaged people striving to join the labour force.

- *Employment Central (EC) – Case Management:* Starting from September 1, 2012, 495 clients were assessed in the context of case management. This assessment occurs within the context of case management, including gathering background information, setting employment goals, documenting any employment barriers the client may face, and determining appropriate next steps in the clients' road to employment. From these assessments, 295 clients developed an action plan with the goal to secure and/or maintain employment. Employment Central reports that 95 per cent of participants who begin their action plan will complete the necessary activities, with 60 per cent of participants who complete their action plan finding employment or becoming self-employed. Employment Central further reports that they post an average of 130 job postings each month.

- *Learning Disability Association of Yukon (LDAY):* LDAY programs support adult training in Yukon for persons who encounter barriers to their learning and who may have or suspect they have a learning disability. LDAY also works directly with clients and collaborates with other service providers to improve their program clients' employability. In March 2013, LDAY launched a new recruitment, education and staff training resource named Aurora. Aurora is a course designed to meet the needs named by employers, agencies, and individuals interested in maximizing the benefits of job readiness courses, ongoing professional development, and staff training.

- *Volunteer Yukon:* For 2012-2013, Volunteer Yukon produced four audio podcasts, five video podcasts and one webinar in order to develop the skills and knowledge of the people who work and volunteer with non-profit organizations. These podcasts were developed as a more accessible way to reach user groups in the communities, where board members, staff, and volunteers can access a plethora of resources and training on an ongoing basis. The four audio podcasts are currently available on the Volunteer Yukon website, and there are plans to upload other video and audio podcasts soon.

- *Yukon College – Oil Burner Mechanic Program*: Beginning August 2013, Yukon Education and Yukon College began offering oil burner mechanic apprenticeship and certification courses. These courses were developed to help prepare for new regulations that will require only certified journeypersons to be eligible for a permit to install or modify oil-fired appliances in Yukon.

- *Yukon College – Northern Institute of Social Justice (NISJ):* Between April 1, 2012 and March 31, 2013 the NISJ delivered training to 560 participants. In 2012-13, the NISJ continued to identify training needs, program development, and deliver programs that have become central NISJ training programs. Work likewise continued on the multi-year Fetal Alcohol Spectrum Disorder (FASD) research initiative and pan-northern initiatives.

- *Yukon Literacy Coalition (YLC):* Learning Circles was a key program for over 175 participant inmates at Whitehorse Correctional Centre. Participants improved their essential skills and were encouraged to plan for life after jail, including education or employment. Because of the success of the Learning Circles, YLC has applied for additional funding to continue this pilot.

2) Recruitment and Retention Strategy

The Recruitment Strategy is aimed both at encouraging potential employers from other jurisdictions in Canada to relocate to Yukon to live and work as well as recognizing the potential of the local labour market, including under-represented groups such as First Nations, persons with disabilities, visible minorities, older workers, youth, Social Assistance recipients, and women in trades.

Related to the Recruitment Strategy is building awareness of the importance of employee retention. Retention strategies strengthen the ability of businesses to attract and retain their workforce. With this in view, the goal of the Recruitment and Retention Strategy is to facilitate Yukon employers' ability to recruit and retain suitable, skilled employees.

Some of the progress made by the Recruitment and Retention Strategies stakeholders:

- *Advanced Education Branch – Yukon Community Profiles Website:* AEB worked with a steering committee composed of stakeholders to update the Yukon Community Profiles website. The website contains labour market and service information about Yukon communities and assists local businesses and governments with recruitment, while improving access to information for immigrants, tourists and career/job planners. The updated website can be found at www.yukoncommunities.yk.ca.

3) Immigration Strategy

Advanced Education, in collaboration with labour market stakeholders involved in the immigration committee, developed the 2010 Immigration Strategy to support a responsive and sustainable approach to Yukon immigration. Many businesses, educational institutions, governments, non-profit organizations and cultural associations were involved in the creation of the Immigration Strategy. The goal of the immigration committee is to assist immigration service providers and facilitate the dissemination of relevant policies and programs changes.

The Immigration Strategy not only focuses on Yukon's current and future immigration needs, but likewise complements and supports the other strategies of the Labour Market Framework.

Progress made by Immigration Strategy stakeholders include:

- *Advanced Education Branch – Yukon Temporary Foreign Worker (YTFWP) Program:* The Yukon Temporary Foreign Worker Program helps employers obtain and retain the workforce they need to keep Yukon's economy strong. The YTFWP became operational on August 1, 2013. The pilot project will operate for one year with plans to extend it. The YTFWP allows employers to hire eligible foreign workers to work in Canada for an authorized period of time if they can demonstrate that they are unable to find suitable Canadians or permanent residents to fill the jobs. The YTFWP targets industries experiencing labour shortages, specifically the Oil, Gas, Mineral Exploration and Mining industries as well as the Tourism/Hospitality industry.
- *Advanced Education Branch – Yukon Nominee Program (YNP):* YNP continues to respond to industry and business labour force needs by helping employers fill a variety of skilled and semi-skilled jobs. Between April 1, 2011 and March 31, 2012, 92 applications were approved through the Program, of which 17 were Skilled Workers and 75 were Critical Impact Workers. The Yukon Nominee Program also helps ensure the provision of settlement services to all newcomers.
- *Advanced Education Branch – Foreign Qualification Recognition:* AEB signed an agreement with the Government of Alberta's International Qualification Assessment Services (IQAS) group and conducted research on potential bridging programs.
- *Association Franco-Yukonnaise – Secteur Immigration:* AFY collaborated actively with Yukon College and the Yukon Multicultural Centre to promote multiculturalism and cultural diversity in Yukon. As well, a second immigration forum attracted more than 40 participants.
- *Yukon College – Cultures Connects:* Since the beginning of 2012, Yukon Cultures Connect has been funded by a two-year multiculturalism grant from Citizenship and Immigration Canada, and is driven by stakeholders from cultural associations and First Nations. Yukon Cultures Connect was conceived as a way to address the multicultural awareness needs of public institutions, private-sector businesses, and future professionals to ensure the successful social and professional integration of immigrants.

4) Labour Market Information (LMI)

In an environment when careers and occupations are changing rapidly, timely and accurate labour market information is crucial for informed decision-making by businesses, governments, and individuals. Labour market information must be dynamic, must evolve to meet the changing social and economic needs of Yukon, and must respond to the needs of groups in the workforce. This includes First Nations, unemployed or underemployed youth, older workers, persons with disabilities, women in trades, and Social Assistance recipients.

Advanced Education, in collaboration with stakeholders involved in the LMI committee, developed the 2010 LMI Strategy to provide relevant and timely labour market information for users to make informed decisions regarding the labour market in Yukon.

Some of the progress made by the Labour Market Information Strategy stakeholders:

- *Association franco-yukonnaise – Direction Yukon and RDEE-Yukon:* AFY redesigned its website Direction Yukon (www.direction-yukon.ca) as a portal to encourage potential Francophone immigrants and migrants to come live and work in Yukon. With regular updates, the website links users to Le Yukon en Français, a Facebook page with regular updates on economic, social and cultural news. RDEE-Yukon has also sent out newsletters on economic development and labour market outlooks to partners, local employers, and community members.
- *Advanced Education – WorkFutures website:* Yukon WorkFutures is an in-depth guide to career opportunities in the Yukon. There are over 100 careers profiled on the website and includes information to help jobseekers understand what the jobs are like and whether opportunities exist in rural Yukon, among other considerations. In addition, WorkFutures provides a 'Top 20 Career Profiles' list, including podcasts made by local employees describing 'A Day in the Life," and 'Why I Love My Job.' The website can be found at: www.yukonworkfutures.gov.yk.ca.
- *Advanced Education – Yukon Skills Table:* The Yukon Skills Table is a cross-sector initiative that began in 2011. It comprises representatives from industry/business, First Nation governments, non-government Organizations and Yukon Government. In the summer of 2012, the Yukon Skills Table recommended four proposals to Human Resources and Skills Development Canada (HRSDC) to fund four Labour Market Information projects: Demand Study, Supply Study, LMI Portal Study, and a Migration Study for funding. The proposals were approved in May 2013.
- *Economic Development – Yukon Occupational Modeling System (YOMS):* As recommended by the Labour Market Information strategy action plan, YOMS was developed in 2010 to identify occupations that may be impacted by changes in economic activity throughout Yukon over the next ten years. YOMS is a system capable of forecasting information on real gross domestic product (GDP) change, population change, industry investment, housing demand, consumer expenditures, and occupation demand using an econometric model. Advanced Education will continue to release key YOMS findings annually.

LABOUR MARKET AGREEMENT (LMA)

The Canada-Yukon Labour Market Agreement (LMA) was signed in July 2009. Under this Agreement, the Government of Canada makes annual investments in Yukon for five years, ending March 31, 2014. This funding provides an opportunity for Yukon to augment its current efforts to support the development of Yukon's labour market. Advanced Education administers funding for the LMA.

Canada-Yukon Multi-Year Plan:

The four priority areas included in the Canada-Yukon LMA Multi-Year Plan are:

- Labour Market Information
- Training and Skills Development
- Recruitment
- Retention

These priority areas are consistent with the *Labour Market Framework for Yukon.*

Labour Market Priorities:

Priorities continue to focus on members of the following under-represented groups in Yukon's labour market: social assistance recipients, persons with disabilities, older workers, youth, First Nations, women in trades and immigrants. Members of these groups may face multiple barriers to labour market participation, such as lack of work experience. Unemployment rates are higher in rural Yukon than in Whitehorse and among Aboriginal people compared to non-Aboriginal people. To address this, AEB is focusing on First Nations capacity building and on rural projects that support labour market attachment.

Initiatives to support increased participation in Yukon's labour market continue to be implemented in the tourism and hospitality sectors. Mineral exploration, mining, construction and highway maintenance are also key areas where training and skills development can provide opportunities for unemployed and under-employed Yukoners to engage in the labour market.

Performance Results:

Fiscal year 2012-2013 was the fourth year of implementation of the LMA. In addition to developing and implementing new programming for individuals, communities and employers, Yukon continues to work on enhancing administrative and data collection systems and processes to meet the accountability requirements of the agreement.

In 2012-2013, Canada's contribution to Yukon under the LMA was $994,000. In 2012-2013, LMA funding assisted more than 342 eligible beneficiaries to participate in labour market programming through direct supports and projects which were fully funded or partially enhanced by LMA dollars.

The following chart outlines key activities funded under the LMA in 2012-2013:

Project Name	Organization
CYFN Wage Subsidy	Council of Yukon First Nations
Temporary Wage Subsidy	Yukon Engineering Services Inc.
Temporary Wage Subsidy	The Chocolate Claim Inc.
Temporary Wage Subsidy	East & West Health Centre Ltd.
Temporary Wage Subsidy	Town of Faro
Labour Market Agreement Audit	MacKay & Partners Management
Seasonal Skill Retention Program	Jamie Bowie O/A
Seasonal Skill Retention Program	Fireweed RV Services Ltd.
Seasonal Skill Retention Program	Up North Adventures Ltd.
Essential Skills for Multi-Media	Dawson City
Youth at Risk (Youth Employment)	Skookum Jim Friendship Centre
Wilderness Tourism Training	Brook & Dustin Davis O/A
Adult LD/ADHD Employability	Learning Disabilities
Challenge Bridges Program	Challenge Disability Resource
Montana Mountain Alpine Trail	Carcross Tagish Development Corporation
Kwanlin Dün House of Learning	Yukon College
Human Resources Advisor Training	Ta'an Kwachan Council
KDFN Skills and Trades Exploration	Kwanlin Dün First Nation
WCC – Industrial Safety and Employment	Yukon College
Adult LD/ADHD Employability Services	Learning Disabilities
First Nation Youth, On-the-Job Training	Yukon Aboriginal Sport Circle
KDFN Education, Employment	Yukon College
Bridges Project, Skills and Training	Challenge Disability Resource
Essential Skills for Multimedia	Yukon College
Food Preparation	Yukon College
Website and Social Media Coordinator	Yukon Government Education Department
Ready to Work	Yukon Government Tourism
Introduction to Trades	Carcross Tagish Development Corporation
Essential Skills for Food Preparation and Business Services	Village of Mayo

Selected Success Stories:

Kwanlin Dün House of Learning

The House of Learning offers numerous educational and training programs for 16 citizens of Kwanlin Dün First Nation by helping participants prepare to attend Yukon College or enter into the workforce. Courses include preparatory college, Standard First Aid/CPR-C, WHMIS, Bobcat Safety, Enform Chainsaw Safety, and Flagging. Recently added training courses include Heritage and Culture Essential Skills, the Outdoor Power Equipment Maintenance and Repair Program, and Home Maintenance and Repair.

Bridges Employability Program:

Challenge Community Vocational Alternatives delivers the BRIDGES "Employ Ability" Program to six participants. The program is funded through the Labour Market Agreement (LMA).

One of the priorities of the Labour Market Framework is to address the barriers to employment faced by underrepresented groups in the labour market. To this end, BRIDGES provides skill development and work experience to persons with disabilities, in particular youth transitioning from high school to work, individuals with mental health issues and those not presently receiving employment supports. The initiative strives to build on participant strengths and learning styles to create successes to develop self-esteem.

BRIDGES uses a parallel stream approach to deliver work readiness training, practiced and reinforced through hands on vocational training. Participants have the opportunity to choose between kitchen skills training and wood shop training.

Youth Employment Centre (YEC):

The Youth Employment Centre, partially funded by LMA, provides employment support to Yukon youth ages 15 to 30 regardless of their ethnic background. YEC is delivered through the Skookum Jim Friendship Centre, a non-profit organization committed to a vision of bettering the well-being of First Nations peoples.

The program offers a variety of services to assist youth with their transition to employment such as funding for work gear, pre-employment training, subsidized work placements and employment supports. Supports include resume writing, interview preparation, and, when possible, transportation. The success of YEC clientele demonstrates the positive impact that opportunity and non-judgmental support can have on youth.

The majority of YEC clients have very little work experience and a limited support system. Many do not have a career path in mind; they just need a job. With the support of case managers and the opportunity of a work placement many youth find increased self-confidence, begin to set goals for themselves, and find success in the workplace.

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

The Canadian-Yukon Labour Market Development Agreement (LMDA) was signed on July 8, 2009. Under this Agreement, Yukon assumes an expanded role in the design and delivery of labour market development programs and services in Yukon to benefit clients within the scope of Part II of the Employment Insurance (EI) Act. The Agreement also provides for cooperative arrangements between Canada and Yukon to reduce overlap and duplication, and to harmonize and coordinate the delivery of respective employment programs and services. This agreement replaces the existing co-managed agreement signed in 1998, under which the federal government retained responsibility for design and delivery of EI-funded Employment Benefits and Support Measures.

This agreement enables Yukon to provide programs and services to unemployed participants eligible for Employment Insurance. The agreement provides Yukoners with training and employment supports to enhance their skills and to obtain and maintain employment.

Yukon benefits and support measures are designed to provide EI Part II programs to unemployed individuals requiring assistance to return to the labour force. Benefits to individuals include skill development, self-employment and work experience. Support measures provide funding to address labour market or human resource needs.

Employment Assistance Services (EAS)

Funding is provided to organizations to assist unemployed individuals who are eligible to work in Canada. Services may include job finding assistance, resume writing, labour exchange, employability assessment, including case management, the development of return to work action plans, and career decision-making.

Skills Development (SDEB)

Funding is provided to unemployed, insured participants who lack the required skills to participate in the labour force. Through this benefit, individuals are trained and equipped to re-enter the workforce. Apprenticeship training is included in this benefit and registered apprentices may obtain supports while attending approved training for their trade.

Self-Employment (SE)

The Self-Employment program provides funding to eligible insured participants to assist in starting a business. Living supports and self-employment expertise delivered through a service provider are eligible costs under this program. Individuals complete a feasibility plan and business plan reviewed by business experts in order to become self-sufficient in the labour market through self-employment.

Targeted Wage Subsidy (TWS)

Targeted wage subsidy is provided to eligible participants who lack work experience in the labour market. Supports are provided to an employer to assist with the wages of individuals who might otherwise not be hired because of their lack of work experience. Eligible participants must be insured participants. Priority will be given to employers who have operated existing businesses for one year or more.

Job Creation Partnership (JCP)

Job Creation Partnerships provide assistance to businesses or organizations that offer work experience to eligible participants by offering activities that are beneficial to the community and that are not the normal activities of the business or organization. Although this activity is not considered insured employment under the *Employment Insurance Act*, tangible benefits do exist for both the individual and the community. This program has seen no activity since 2005, and as such, termination of the program is a possibility.

Labour Market Partnership (LMP)

Through stakeholder involvement, Labour Market Partnerships provide assistance in helping support strategic investments for the purpose of addressing labour market issues including human resource issues that exist in our labour market.

LMDA Results

In 2012-2013, Canada's contribution to Yukon under the LMDA was $3,489,000. Yukon's total program expenditures for 2012-2013 were $3,476,156. These expenditures supported a total of 879 client interventions.

Client interventions can consist of Employment Assistance Services (EAS) and/or funded interventions. 613 clients received EAS while 266 clients received funding.

Of the 879 LMDA clients who were involved in an intervention in 2012-2013, 256 gained employment within the same fiscal year. These 256 individuals do not include apprentices, as they are normally employed before and after their schooling due to the nature of their trade.

COMMUNITY TRAINING FUNDS

The Community Training Funds (CTF) provides support to organizations that address labour market needs by offering suitable training to Yukoners. Advanced Education funds training in three different streams: 1) regional-based, 2) economic-sector based and 3) project-based.

Regional-Based Training Funds:

Regional-based training funds are designed to put decisions about training in the hands of those best equipped to understand those needs: the regions themselves. Regional-based training funds are managed by regional committees which may include representation from the local municipal government, First Nation government, Yukon College community campus and from the community at large. Currently, the regional-based funds are:

- Pelly-Carmacks Training Fund
- Champagne Aishihik/Haines Junction Training Fund
- Campbell Region Training Fund
- Klondike Region Training Fund
- Watson Lake Training Fund
- Silver Trail Training Fund

Sector-Based Training Funds:

Economic-sector-based training funds are designed to assist the sector meet the training needs of industries that are important to the Yukon economy. Sector funds are hosted by sector-based organizations and managed by Training Fund Committees made up of representatives with expertise in the sector. Currently, the sector-based funds are:

- Community Training Trust Fund
- Environmental Training Fund
- Heritage Training Fund
- Tourism Industry Association Training Fund
- Non-Governmental Organization Training Fund

Project Training Funds:

Project-based training funds respond to immediate and specific training needs based on proposals that demonstrate a labour market need. The projects vary on a yearly basis with the following projects funded in 2012-2013.

Project Name	Organization
Champagne Aishihik Trades Training	Champagne Aishihik First Nations
Yukon Women in Trades & Technology	Women in Trades & Technology
Kwanlin Dun First Nation	Kwanlin Dun First Nation
Aurora Workshop Project	Learning Disabilities Association of Yukon
Skills Canada Yukon	Skills Canada
Digital Skills for the Work World	Yukon Learn Society
Hairstyling Pre-Employment	Individual Learning Centre
Podcast and Webinar Development	Volunteer Bénévoles Yukon
Yukon Research Centre Program Evaluation	Yukon Research Centre/Yukon College
Enhanced Learning Training	Yukon College
Workshop	Canadian Association for Prior Learning

Project Highlights

Yukon Women in Trades & Technology (YWITT):

YWITT works to educate girls, women, and employers in Yukon about the benefits of trade careers for women. Program highlights include holding eight workshops with a total registration of 88 participants where trades such as electrical, carpentry, multimedia, automotive, plumbing, culinary arts, hairstyling, and sheet metal were highlighted.

Individual Learning Centre – Hair-Styling Pre-Employment:

This three year program, with two intakes for six to eight participants, is designed to re-engage First Nations students with the Yukon public education system by offering a fully accredited cosmetology and hairstyling program. Through this program, students have the opportunity to work towards their Red Seal Apprenticeship certification.

Yukon College – Enhanced Language Training:

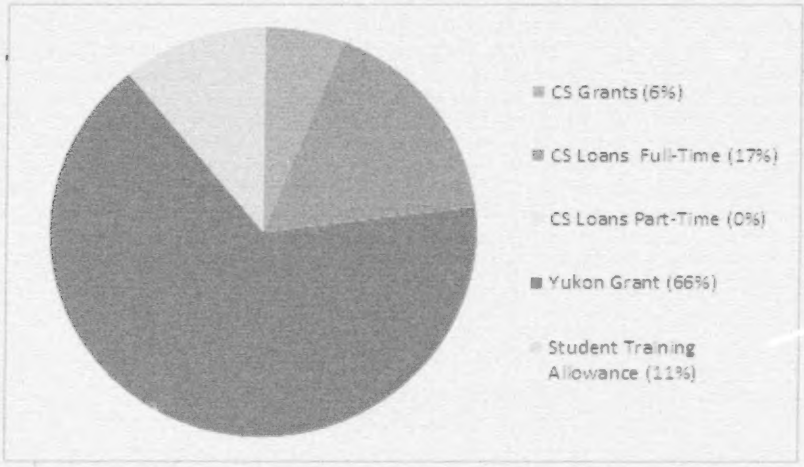
This program is designed to help Canadian newcomers improve their English language and employability skills. Program highlights include learning, listening, speaking, reading and writing skills, Canadian workplace culture and communication, employment interview techniques, and two-week work experience placements.

Skills Canada Yukon – Territorial Skills Competition:

This event helps Skills Canada Yukon engage with Yukon youth to promote trades and technology as a viable career options. Skills Canada Yukon holds annual Skills Competitions to prepare participants/apprentices to attend National and World Skills. Skills Canada Yukon sent 13 Yukon students and apprentices to compete at the 18th annual Canadian Skills Competition held in Edmonton during May 2012. The team from Yukon was the smallest team among Canadian competitors and brought home some very impressive hardware including gold in heavy duty mechanics, gold in MEC CADD, silver in sheet-medal mechanics, and bronze in electrical wiring. In addition, Team Yukon came home with a 4th place and two 5th place finishes.

STUDENT FINANCIAL ASSISTANCE (SFA)

The Student Financial Assistance unit administers several programs to assist students in pursuing post-secondary education: Yukon Grant, Student Training Allowance, Yukon Excellence Awards, Canada Student Loans and Grants and a variety of scholarships.
In the 2012/2013 academic year $5,668,603 was awarded through SFA programs. The following chart outlines the areas of assistance provided:



Yukon Grant

The Yukon Grant supports students' full-time attendance at designated post-secondary institutions throughout Canada and in other countries. Students and/or parents must meet residency criteria and, in most cases, students must have completed two years of secondary school in Yukon to be eligible to receive the Yukon Grant. Students can receive the grant for a maximum of five years. In 2012/2013, students were eligible to receive per semester:

Tuition	$541
Books	$167
Living Allowance	$1,080

After their first year of funding, students must maintain an average of 65 per cent in their studies in order to receive the full amount of grant in subsequent years. Students who do not maintain a 65 per cent average receive 60 per cent of the above amounts until such time as an average 65 per cent or better is achieved

In addition, students who attend a designated institution outside of Yukon receive $1,800 per year for travel costs. Students who must travel from a rural Yukon community are also eligible for a travel allowance.

Student Training Allowance

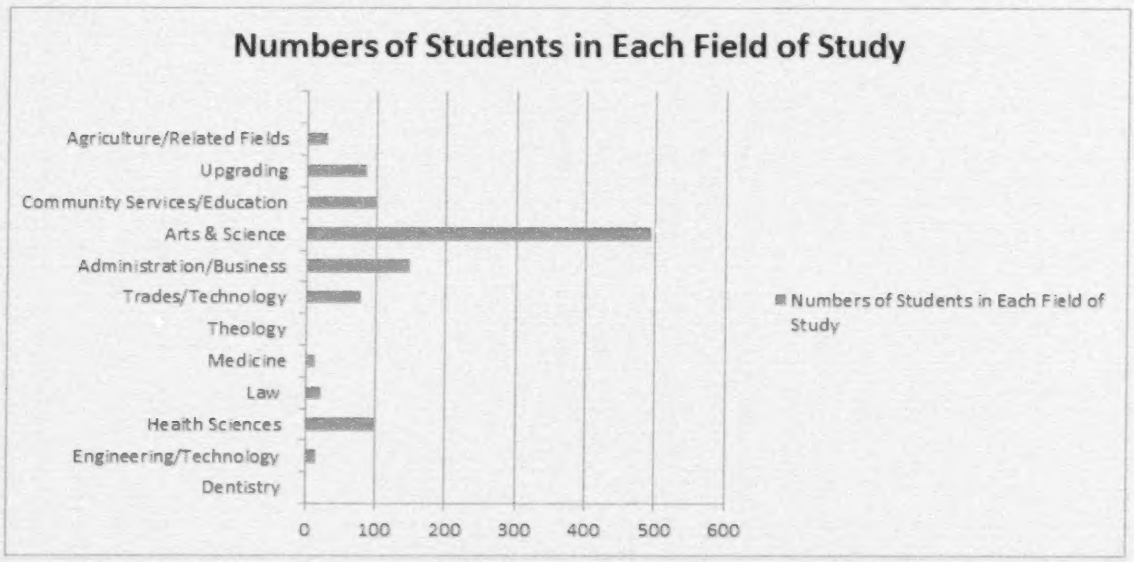
The Student Training Allowance is provided to students who are enrolled or registered in a program of studies at Yukon College or in an approved Human Resources development training program within Yukon. Eligible programs must have a minimum duration of three weeks and students must have resided in Yukon for two years prior to their classes commencing. In the 2012/2013 academic year students were eligible for:

Single Student	$100/week
Student with 1 dependent	$143/week
Student with 2 dependents	$167/week
Student with 3 dependents	$187/week
Student with 4 or more dependents	$209/week

Students who must travel from a rural Yukon community are eligible for a travel allowance. If they are required to maintain a second residence while studying they are also eligible to receive an additional $80/week.

Yukon Excellence Awards

All resident Yukon students who achieved a score of 80 per cent or higher on semester-end or year-end Yukon Achievement Tests or B.C. Provincial Exams in a Yukon school are eligible for a Yukon Excellence Award. Awards vary according to subject and may be used towards the cost of tuition, compulsory fees, and/or books.



*Information compiled from the Yukon government's Student Financial System and includes only those students who were approved to receive funding through Yukon Grant, Student Training Allowance, Yukon Excellence Awards and/or a Canada Student Loans/Grants.

Canada Student Loans and Grants

Canada Student Loans and Grants are provided by the Government of Canada alongside Yukon student financial assistance to help students pay for post-secondary education.

Canada Student Loan for full-time studies

Students can apply for a maximum of $210 per week of study at a designated post-secondary institution. The actual amount students receive is based on their assessed financial need.

Canada Student Loan for part-time studies

Students with demonstrated need can receive up to $10,000 (lifetime limit) to support their part-time studies.

Grant for students from low-income families

Students who are eligible for a Canada Student Loan and have less than the annual income threshold determined by Canada are eligible to receive $250 per week for full-time studies and $1,200 per year for part-time studies.

Grant for students from middle-income families

Students who are eligible for a Canada Student Loan and have less than the annual income threshold determined by Canada are eligible to receive $100 per month of full-time studies. This grant is available for all years of a university undergraduate, college or trade school program that is at the minimum two years in duration.

Grants for students with dependents

Students who have dependents and are eligible for a Canada Student Loan are also eligible to receive $200 per month for each child under the age of 12 while in full-time studies. Students who are in part-time studies who have two dependents are eligible to receive $40 per week. If a student has three or more dependents they are eligible for $60 per week.

Grants for students with permanent disabilities

Students who have an assessed permanent disability can receive $2,000 per year. If special services or equipment are also required, students can also receive up to $8,000 per academic year to assist with these costs.

STUDENT EMPLOYMENT / TRADE SCHOOLS

Student Training and Employment Program (STEP)

STEP is an employer wage-subsidy program offered through AEB designed to assist Yukon post-secondary students who are in full-time post-secondary studies or recent post-secondary graduates, by offering them an opportunity to gain practical work experience in their chosen fields of study. Employers likewise benefit, as they gain financial assistance to train and hire workers.

For 2012/2013, STEP offered funding for 62 Yukon government positions and 76 non-government positions. The total budget for 2012/2013 was $368,000.

STEP employers included municipalities, First Nations, non-profit societies, private companies in a variety of economic sectors, and Yukon government departments. STEP jobs include everything from Adventure Camp Coordinator for a private company to Youth Program Coordinator for the Executive Council of the Yukon government. STEP students work in Yukon communities and in Whitehorse and many of them travel around the territory performing mining, surveying, engineering, nursing, education, research and other tasks.

Summer Career Placement Program (SCP)

SCP helps Yukon young people gain job skills while promoting community development. There are two categories for eligibility criteria for students/youth:

1. Students, over the age of 15, who attended at least one semester of full-time secondary, post-secondary or vocational school during the current academic year;
2. Youth, between the ages of 16 and 25 who have been a resident in Yukon for one year prior to the application deadline date and hold a valid Yukon Health Card.

Non-profit, public and private sector and First Nations government employers are offered wage subsidies for projects which offer training or work experience and benefit their communities.

In 2013, applications for 103 subsidized positions were submitted and 43 were approved for funding. Non-profit societies hired 19 young people; six jobs were approved for private companies; municipal government and First Nation positions numbered 18. The total budget for 2013 was $114,500.

A majority of the funding went to communities outside of Whitehorse. Dance instructor, music festival coordinator, canoeing guide, and heritage worker were among the positions funded by SCP in 2013.

Trade Schools

Trade schools that are registered under the *Yukon Trade Schools Regulation Act* are recognized by the Yukon government as offering legitimate training from a stable financial base. Each one of these private training centres offer certified training in numerous occupations. The four trade schools registered in Yukon are:

- Mile 918 Driver Development: 180 students
- Polar Institute of Technology: 2 students
- Yukon Tourism Education Council: 301 students
- Whitehorse Air Service: 0 students

APPRENTICESHIP AND TRADESPERSON CERTIFICATION

There are 48 designated trades in Yukon under the Apprentice Training Act, for which certification is available. Of these designated trades, 34 are eligible for Red Seal endorsement. The Red Seal endorsement confirms a nationally recognized industry-based competency. Many employers require a Red Seal endorsement when hiring a journeyperson.

There are two ways in which someone can become a certified journeyperson in Yukon: Apprenticeship Training or Tradesperson Qualification.

Registered Apprentices in 2012	584
First Nation Apprentices	20 %
Female Apprentices	10 %
Total Apprentices Certified	76
Apprentices Certified with Red Seal Endorsement	56
Total Trade Qualifiers certified	19
Trade Qualifiers Certified with Red Seal Endorsement	15
Apprentices who attended school	184

Apprenticeship Training

Apprenticeship is a training program combining both on-the-job and in-school technical training. About 80 per cent of apprenticeship training takes place on-the-job, where apprentices learn the skills of the trade under the supervision of a certified journeyperson. The rest of the training is provided at a college or other technical institute for four to 12 weeks each year. A person who completes an apprenticeship program becomes a certified journeyperson. Advanced Education provides for the registration, monitoring, arrangement of in-school technical training, and coordination of an individual's apprentice training.

To be eligible to enter into an apprenticeship, Yukon residents must be at least 16 years of age and meet the academic requirements for that particular trade. Depending upon the trade, applicants to the apprenticeship program must have completed Grade 10 schooling at minimum, although most employers prefer to hire apprentices who have completed high school. The length of apprenticeship varies by trade. For example, a Hairstylist is required to work a minimum of two levels at 1800 hours each and attend two levels of in-school technical training; an Electrician is required to work a minimum of four levels at 1800 hours each and attend four levels of technical training.

Yukon Tradesperson Qualification Program

This program provides trades certification, and in most cases, interprovincial standards recognition, for trade workers in occupations designated in Yukon. The program is available to individuals who have gained the required trade experience, but have not been able to access certification through a formal apprenticeship program. The Yukon Tradesperson Qualification Program also provides to those individuals who hold trades certification from other jurisdictions in Canada an avenue to gain Yukon certification. Trade qualifiers must prove at least 1.5 times the required hours for an apprenticeship before being eligible to challenge the certification exam.

LITERACY AND FOUNDATIONAL SKILLS

AEB recognizes the important role literacy plays in the ability of Yukoners to capitalize on training and employment opportunities and to be successful in their communities, work and personal lives. AEB meets often with Yukon literacy stakeholders and participates on several national Council of Ministers of Education, Canada (CMEC) literacy committees and initiatives to ensure relevant programming and policies.

Advanced Education's Labour Market Programs and Services unit (LMPS) works alongside community organizations to promote literacy and deliver appropriate literacy training. Advanced Education continues to work alongside various literacy groups and numerous stakeholders to develop and deliver a multitude of literacy activities and programs.

Yukon's principal literacy NGO funded by AEB is the Yukon Learn Society, which received operational expenses funding totalling $275,000 in 2012-2013. Yukon Learn's mandate is to promote and provide free adult literacy, numeracy and computer skills services throughout Yukon. Yukon Learn Society has a network of volunteer literacy tutors who are willing to teach people with low literacy levels the skills they need to succeed. Additionally, Yukon Learn holds special projects and events throughout the year including the Peter Gzowski Invitational Golf Tournament for Literacy, and collaborates with other literacy stakeholders.

Yukon Learn is also supported through Community Training Funds for various special projects and in the development and implementation of their Strategic Plan. Special projects for 2012-2013 include Digital Skills for the Work World (DSWW) and Whitehorse Connects which is a joint partnership with the Yukon Anti-Poverty Coalition.

Community Training Funds also contribute to other organizations that support literacy in Yukon, including Yukon College's Enhanced Language Program, the Association de Franco-Yukonnaise's Adult French Language Training, and the Yukon Tourism Education Council's English as a second language programming.

IMMIGRATION

Every year Yukon welcomes many new residents and workers to the territory from all across the world to share our spectacular landscape, rich history, distinct culture and vibrant economy.

The Yukon Nominee Program is an employer-driven program that is jointly administered by the Yukon Department of Education and the Government of Canada's Citizenship and Immigration Canada. This program is intended to identify potential immigrants who can make a significant economic contribution to a Yukon business, industry or community, specifically assisting with shortages of skilled workers in the territory. Yukon nominees are foreign workers who come to Yukon to work on employment contracts with the end goal of obtaining permanent residence in Canada. These foreign workers come to Canada for a specific period of time to work in a specific occupation on a temporary work permit.

The Yukon Temporary Foreign Worker Program launched as a one-year pilot program on August 1, 2013. This program has been designed to help meet Yukon's short-term labour market needs – specifically in the areas of tourism and hospitality, oil and gas, and the mineral exploration and mining industries. Given the fluctuation of Yukon's economy, employers sometimes find themselves in need of fast, short-term access to workers. This program enables Yukon businesses to hire temporary foreign workers for a period of up to 12 months when they are unable to find local employers to fill open employment positions. The Yukon Temporary Foreign Worker Program is unique in Canada because of how closely program staff work with the Yukon Workers' Compensation Health and Safety Board for on-site monitoring in order to ensure compliance with the program.

YUKON COLLEGE

The Yukon government's *College Act* establishes Yukon College. The object of the college is to provide educational programs, services and activities to meet the needs of the residents of Yukon.

The Yukon government provides annual core funding to the college. Other funding is also provided to the college for various course offerings and also to support the research activities of the Yukon Research Centre which is associated with the college.

Enrolment for 2012-2013 for credited programming was 586 full-time students and 567 part-time students for a total of 1,153 students enrolled. There were 5,039 students enrolled in non-credit courses.

Yukon College has 13 campuses located across Yukon, providing access to post-secondary education territory-wide. Whitehorse hosts the main campus and has a presence at the Yukon Correctional Centre. The remaining campuses are located in other Yukon communities. Each campus offers a variety of academic and vocational programming, including:

- Access Programs
- Career and Job Readiness
- Part-Time Continuing Education Courses
- Certificate, Diploma and Degree Courses

Note that some programs and courses are offered on-site, while others can be accessed remotely using video or Internet technology.

Yukon College has six strategic goals over the next five years. They are:

1. Building a community of learners
2. Leading with our strengths in research, programs and services
3. Working together with Yukon communities
4. Working together with all First Nations
5. Building a vibrant and sustainable organization; and
6. Improving the identity of the College

Centre for Northern Innovation in Mining (CNIM)

In the fall of 2013 it was announced that the Yukon government and the Government of Canada will support a new school which is focused on mining and trades. The Department of Education

will provide funding to Yukon College for CNIM for a total expenditure over five years of over $10,000,000. CNIM is planning to offer programs such as heavy equipment operations, underground mining, pre-apprenticeship heavy equipment mechanic, industrial electrical and industrial welding. In addition to Yukon College constructing a new building to house the mining and trades school, the funding will also provide a mobile trade school which will visit communities throughout Yukon offering training either through scheduled program delivery or through customized contract training.

Targeted Initiative for Older Workers (TIOW)

Participants in this program must be unemployed, between the ages of 55-64, and be legally entitled to work in Canada. Forty participants partook in the TIOW in 2012-2013. The TIOW is offered through most Yukon College community campuses. This program is designed to assist older individuals explore the world of work including the development of various employability skills, investigating career options in Yukon, learn about Canadian labour practices, develop personal action plans, participate in an extended work placement, and upgrade work-related literacy and computer skills. This program is offered in two 15-week intakes per year and includes lectures, group discussions, individual and group exercises, and individual and group presentations. Funding from Canada expires on March 31, 2014 for the TIOW program.

Licensed Practical Nurse (LPN) Program

The Yukon government realizes the need to train and recruit health professionals to meet local labour market demand. For the fall 2012 program, 16 students were enrolled. This class was representative of the Yukon population of today with students ranging from recent graduates of Yukon high schools to mature students seeking a second career. Students completed seven courses in the fall semester: Communication, Nursing Theory, Nursing Skills Lab, English, Lifestyles and Choices, Anatomy and Physiology, Adult Health Assessment and Clinical Placement.

The LPN program offered at Yukon College (Ayamdigut Campus) allows Yukoners to receive this level of education without having to leave the territory. The Department of Education will provide $1.86 million to extend the Licensed Practice Nurse program to 2016.

This 18-month program is transferable and students may pursue a registered nursing program at an accredited institution.

Yukon Research Centre (YRC)

The development of a Yukon Research Centre provides an opportunity for Yukon College to strengthen itself as a leader in northern research, technology and innovation. The centre, located at the Yukon College (Ayamdigut Campus), is dedicated to Yukon-based research on climate change adaptation and the development and commercialization of cold climate technologies that address the needs of northerners and their communities.

Canada's Top 50 Research Colleges has ranked Yukon Research Centre 4th in the category of research income, preceded only by SAIT Polytechnic, the Northern Alberta Institute of Technology and College of the North Atlantic.

The Yukon Research Centre has seven key programs: Biodiversity Monitoring, Cold Climate Innovation, Northern Climate ExChange, NSERC (Natural Sciences and Engineering Research Council) Industrial Research Chair for Colleges in Mine Life Cycle, Technology Innovation, Science Adventures, and Resources and Sustainable Development in the Arctic.

The Labour Market Programs and Services Unit administered a funding contribution of $2.092 million to Yukon College to cover the costs associated with the delivery of the centre's program activities from April 2010 to March 2012.

Northern Institute of Social Justice (NISJ)

The NISJ is located at Yukon College (Ayamdigut Campus) and was created to better meet the training, education and research needs of Yukoners working in social and justice positions throughout the territory, including Yukon Government, First Nations governments and non-profit as well as private organizations. The institution supports an integrated social justice system and provides education for jobs with a social justice-related focus for 560 participants.

Below are just a few examples of training that took place in 2012/2013:

- Applied Suicide Intervention Skills Training
- Core Competencies of FASD
- Administrative Justice for Decision Makers (Practice & Procedure)
- Managing Response to Threat and Aggression
- Individual Crisis Intervention and Peer Support
- Group Crisis Intervention

The Labour Market Programs and Services Unit administers a funding contribution in the amount of $1.354 million to Yukon College to cover the costs associated with the delivery of the institute's programs and services from April 2010 to November 2013.

School of Visual Arts (SOVA)

The School of Visual Arts is a joint venture between Dawson City Arts Society (DCAS), the Tr'ondëk Hwëch'in and Yukon College. SOVA is an accredited art college where they can complete their first year of study towards a Bachelor of Fine Arts (BFA) or Bachelor of Design (BDes). Fifteen students successfully completed the visual arts program in spring 2013 and went on to further their education in the arts, or in other fields of study.